

2015 DOT Civil Rights Virtual Symposium – February 3-5, 2015

Speaking with One Voice: Connecting the DOTs

Speaker Biographies

Session 10: Data Collection: Analyzing Data to Meet Program Requirements in EEO

Patricia St. Clair, Assistant Director, Federal Sector Programs Training and Outreach Division, U.S. Equal Employment Opportunity Commission

Patricia L. St. Clair is the Assistant Director of Federal Sector Programs, Training and Outreach Division, in the Equal Employment Opportunity Commission's Office of Federal Operations. Ms. St. Clair oversees the development, implementation and delivery of anti-discrimination and diversity training and outreach initiatives for the federal government and stakeholders. Prior to serving as Assistant Director, Ms. St. Clair was a Senior Attorney Advisor in the Agency Oversight Division of Federal Sector Programs which oversees federal agencies EEO and Affirmative employment programs. As a legal advisor to federal agencies, Ms. St. Clair provided regulatory guidance on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, Genetic Information Nondisclosure Act, Management Directive 110, Management Directive 715, and Executive Order 13583. In this position Ms. St. Clair also evaluated federal agencies' performance to ensure effective and efficient implementation of EEO and Diversity programs.

Possessing over twenty years legal experience specializing in equal employment opportunity, affirmative employment, labor and diversity in both the private and government sector, Ms. St. Clair is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination, labor management relations and diversity and inclusion management. Ms. St. Clair presents on behalf of the Commission at EEO and Diversity conferences, symposiums and trainings in the federal, state and local governments as well as private sector. A graduate of Tulane University School of Law and State University of New York College at Oswego, Ms. St. Clair began her legal career as an Associate General Counsel for the Committee of Interns and Residents, where she served as labor attorney for the largest physicians (Interns and Residents) union in the country, representing more than 10,000 residents in California, Florida, Massachusetts, New Jersey, New York and Washington, D.C. Ms. St. Clair also served as an EEO/Diversity Consultant for The McGraw-Hill Companies before joining the Commission in 1999.

An active member of a number of professional and community organizations, Ms. St. Clair is a member of the American Bar Association and the New York State Bar Association. Committed to the fundamental principle of volunteerism, coupled with equality and justice for all Americans, she is a member of Junior League Women of the District of Columbia, Alpha Kappa Alpha Sorority, Inc. and the Prison Ministry Reentry Program at her church. In her spare time, she enjoys reading, cycling and spending time with her family.